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TAB B

RECOMMENDATION B. "The Career Management Program in OO is inadequate and does not uphold either the spirit or letter of the Agency's Career Service."

OO COMMENT: We do not concur with this statement. We believe that there is no basis for this statement with the possible exception of the survey team's often reiterated assertion that we have not ordered the Divisions to prepare formal career development plans.

"As corrective measures, the AD/O should insure that the following action be taken:

"1. The OO Career Service Board should approve long-range career planning and should initiate career plans for selected individuals. It should also give clear indication that it intends to assist these individuals, and others as they are selected, to develop flexible career programs for at least a six-year period."

OO COMMENT: This Recommendation is no longer valid as in accordance with the Staff Study, "Career Planning for Individuals - Career Preference Outline," approved by the CIA Career Council on 3 May 1956, and a regulation to be issued, Career Preference Outlines will be prepared for career staff members but need not be approved by Career Service Boards.

"2. The OO Career Service Board should have the services of the Chief of Planning and Coordinating Staff as the Executive Secretary (non-voting)."

OO COMMENT: The only comment necessary in regard to this paragraph is to point out that the Acting Chief, Planning and Coordinating Staff, is Secretary of the OO Career Service Board and has been for some time.

"3. The Executive Secretary should conduct periodical meetings with the Executive Secretaries of the three divisional Career Management Staffs in order to insure (a) that the career plans, policies, and decisions made by the OO Career Service Board are quickly disseminated to appropriate personnel at the division, branch, and section levels; (b) that career planning is being accomplished in line with Agency and Office regulations; and (c) that minimum manpower requirements for each type of function in OO are being properly developed by

the respective divisions. The Executive Secretary should also insure that career plans, in line with Office decisions, are being produced by members of the immediate staffs of the AD/O."

OO COMMENT: No action should be taken by the DCI on this Recommendation as it deals with purely internal organizational matters.

"4. The OO Career Board should require the division and staff chiefs to emphasize that OO personnel may, without prejudice to themselves, change their career designations, if they so desire, to components not only in the DD/I, but DD/S and DD/P as well."

OO COMMENT: We do not concur in this Recommendation and believe there is no reason why the Division and Staff Chiefs should emphasize to OO personnel that they may change their career designations. It might be pointed out that they may do so at any time under CIA Notice No. 20-110-4, upon approval of their Career Service Board and the Career Service Board of the accepting component.